

## ABSTRACT

*This study entitled the influence of organizational culture, work environment, and employee competence on employee engagement through self-efficacy at the Pesisir Selatan District Transportation Office. The purpose of this study was to determine the influence of organizational culture, work environment, and employee competence on employee engagement through self-efficacy at the Pesisir Selatan District Transportation Office. The population in this study were employees at the South Coastal District Transportation Office. Samples were taken as many as 64 respondents using saturated sample technique. The method of data analysis that the authors use in this study is the validity test, reliability test, descriptive analysis test and hypothesis testing. From the analysis that has been done, the authors found that there was a significant positive influence between organizational culture variables on self-efficacy variables. There is a positive effect that is not significant between work environment variables on self-efficacy variables. There is a positive and significant influence between employee competence variables on self-efficacy variables. There is a positive influence that is not significant between organizational culture variables on employee engagement variables. There is a positive effect that is not significant between the employee competence variable and the employee engagement variable. There is a positive and significant influence between self-efficacy variables on employee engagement. There is a positive influence that is not significant between organizational culture variables on employee engagement through self-efficacy. There is a positive influence that is not significant between work environment variables on employee engagement through self-efficacy. There is a positive effect that is not significant between employee competency variables on employee engagement through self-efficacy.*

*Keywords: Organizational Culture, Work Environment, Employee Competence, Employee Engagement, and Self Efficacy*

## ABSTRAK

Penelitian ini dengan judul pengaruh budaya organisasi, lingkungan kerja, dan kompetensi pegawai terhadap keterikatan pegawai melalui *self efficacy* pada Dinas Perhubungan Kabupaten Pesisir Selatan. Tujuan penelitian ini adalah untuk mengetahui pengaruh budaya organisasi, lingkungan kerja, dan kompetensi pegawai terhadap keterikatan pegawai melalui *self efficacy* pada Dinas Perhubungan Kabupaten Pesisir Selatan. Populasi dalam penelitian ini adalah pegawai di Dinas Perhubungan Kabupaten Pesisir Selatan. Sampel yang diambil sebanyak 64 responden dengan menggunakan teknik sampel jenuh. Metode analisis data yang penulis gunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji analisis deskriptif dan uji hipotesis. Dari analisis yang telah dilakukan, penulis menemukan bahwa terdapat pengaruh positif yang signifikan antara variabel budaya organisasi terhadap variabel *self efficacy*. Terdapat pengaruh positif yang tidak signifikan antara variabel lingkungan kerja terhadap variabel *self efficacy*. Terdapat pengaruh positif dan signifikan antara variabel kompetensi pegawai terhadap variabel *self efficacy*. Terdapat pengaruh positif yang tidak signifikan antara variabel budaya organisasi terhadap variabel keterikatan pegawai. Terdapat pengaruh positif yang tidak signifikan antara variabel kompetensi pegawai terhadap variabel keterikatan pegawai. Terdapat pengaruh positif dan signifikan antara variabel *self efficacy* terhadap keterikatan pegawai. Terdapat pengaruh positif yang tidak signifikan antara variabel budaya organisasi terhadap keterikatan pegawai melalui *self efficacy*. Terdapat pengaruh positif yang tidak signifikan antara variabel lingkungan kerja terhadap keterikatan pegawai melalui *self efficacy*. Terdapat pengaruh positif yang tidak signifikan antara variabel kompetensi pegawai terhadap keterikatan pegawai melalui *self efficacy*.

Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Kompetensi Pegawai, Keterikatan Pegawai, dan *Self Efficacy*